

FACULTY SENATE MEETING
December 11, 2020

Members present: Kalyani Ankem, Janel Bloch, Tracy Bonner, David Childs, Susannah Coaston, Amy Gillingham Cunningham, Christine Curran, Charlisa Daniels, Irene Encarnacion, John Farrar, Richard Fox, Yaw Frimpong-Mansoh (for Robert Brice), Kathleen Fuegen, Kebede Gemene, Lisa Holden, Ken Katkin, JC Kim, Kajsa Larson, Christopher Lawrence, Caroline Macke, Phil McCartney, Dana Ripley, Denice Robertson, Sara Runge, Andrea Lambert South, Laura Sullivan, Duke Thompson, Jose Saavedra Torres, Lynn Warner, Kimberly Weir, Zach Wells, Darrin Wilson

Members absent: Jason Applegate, Rachel Banks, Ronnie Chamberlain, Rhonda Davis, Jacqueline Emerine, Rich Gilson, Brian Hackett, Stephen Johnson, Jennifer Kinsley, Jitana Benton Lee, Chari Ramkumar, Robert Salyer, Lynn Smith, Brittany Sorrell, Andrea Watkins, Justin Yates, Kim Yates

Guests: Ashish Vaidya (President), Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Mia Derks (SGA Representative), Ryan Padgett (Assistant Vice President, Enrollment and Student Success) Grace Hiles (Faculty Senate Office), Emily Detmer-Goebel, Erin Strome, Brooke Buckley, Maureen Doyle, Suk-hee Kim, Shauna Reilly, Alar Lipping, Michael Providenti, Leo Calderon, Tara McLendon, Lisa Long

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 1:01 pm with a quorum present. There was a change to the agenda; the Faculty Handbook change was a discussion item at the last meeting so it will be a voting item today. Also, Ryan Padgett, Assistant Vice President, Enrollment and Student Success, has been added as a Guest in that portion of the meeting.

The agenda was adopted as corrected.

Approval of Minutes

The minutes of the November 23, 2020 meeting were approved.

Guest Reports:

- **President (Ashish Vaidya):**
 - Acknowledging that this is the last Faculty Senate meeting of the year, the president expressed how incredibly proud he is of the work that faculty have done in supporting our students. Overall, NKU has done a good job balancing health and safety this semester.
 - Tomorrow NKU will graduate 1700 students which includes the usual ceremony, as well as college-wide commencement ceremonies where each graduate's name will be read. Changes were made for this year's commencement to make the event more personal for the graduates and their families.
 - An email message yesterday addressed how to make improvements in spring semester in response to feedback from students, such as making registration easier and continued support for health and wellness. He hopes that there will be some light at the end of the tunnel and as spring semester unfolds we can move toward more personal engagement on campus.

- NKU is closing the gap in spring enrollment. The gap is not completely closed, but good progress has been made.
 - The president was very pleased that the Board of Regents (BOR) supported his recommendation on the pension situation, as the decision was not an easy one. The decision was not a financial decision; a holistic and thoughtful view was taken and the recommendation reflected an investment in our people. The Faculty Senate resolution was an indication of support and, overall, the feedback indicates that this was a very positive outcome. There is still logistical work to be done in exiting the KERS system.
 - It is time to start thinking of fiscal year 2022 and budget planning. The annual budget letter will come out soon.
 - There was a joint meeting Wednesday with the Kentucky Council on Postsecondary Education and state university presidents. They were briefly joined by the governor who shared that when he submits a budget in January he will increase funding for higher education.
 - Academic Affairs is looking toward the fall 2021 semester, post-COVID, and taking what we have learned this semester and how to reenvision the student experience.
 - Next week there will be an announcement about next steps in the provost search. He expressed appreciation to the search committee members, which include some Senate members.
 - The president said that it is a point of privilege to acknowledge Sue Ott Rowlands for her incredible service to NKU as provost for the past seven years. This is twice the average of most provosts across the country.
 - He closed his remarks by wishing everyone a safe rest of the semester and a safe and happy holiday.
- **Provost (Sue Ott Rowlands):**
 - There is great news to announce – The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) has lifted its warning status for NKU and NKU will be fully reaccredited. Additional resources were given to the library and NKU also closed the loop on Gen Ed putting an assessment piece into place. She is extremely pleased at the progress made this last year, and gave strong thanks to Abdou Ndoye, Assistant Vice Provost for Assessment, for his tireless leadership in this effort, as well as many others who contributed. The provost also recognized Andrea Falcone, Steely's new dean, who stepped up as a real partner in recognizing issues that needed to be addressed. Additional appreciation was given to the library faculty/staff. An official announcement is forthcoming.
 - All Faculty Development Award recommendations were accepted and recipients will receive letters this week. She expressed appreciation to the committee for their hard work.
 - The promotion part of RPT is almost finished and letters will be distributed this week. With only one exception, all levels of review were in alignment in the assessment of the dossiers.
 - The plan for spring semester is to have face-to-face, hybrid, and online courses. All hope that will go well, but things can certainly change at any point with the pandemic.
 - Spring enrollment is currently down about 214 students from last spring; a week ago it was about 1,000 students. There is still work to do though, so as not to be where we were last spring. Ryan Padgett will speak shortly about spring initiatives regarding enrollment.
 - In response to questions from senators:

- She acknowledged the concern expressed about the possibility faculty will need to quickly pivot again with their classes this spring depending on the virus. However, we all have more information after having to make a quick change last spring, including specifics on how the virus is spread. The provost did say that she thinks we may be taking a risk to reengage with students at this point and remains concerned.
 - Faculty will have flexibility with their schedules regarding face-to-face or online. A guiding principle has been not to make faculty teach face-to-face if they are not comfortable. One difference this coming semester is that faculty will be encouraged to have an attendance standard. She would like to see this policy tightened up to take the burden off faculty. It is difficult to teach face-to-face and record class as well, so the message to students will be that if you have signed up for face-to-face then you need to attend class face-to-face. There will be approximately 30% of classes face-to-face.
- **Faculty Regent (Michael Baranowski):**
 - The BOR met on December 2 about the pension, as the president said. He was very pleased with the recommendation and unanimous support. Regent Baranowski also said this may be the most proud he has been in the years he has worked at NKU.
- **Staff Congress Representative (Ryan Straus):**
 - There is no formal report; if anyone has questions about Staff Congress please email him or Sara Conwell. He also wished everyone a happy holiday.
- **SGA Representative (Mia Derks):**
 - SGA has been in recess since November 30 so most of the time since then has been spent on resolution writing.
 - The recent town hall on survivorship of assault victims was a success.
 - She thanked the provost on behalf of SGA for her consistent support of students.
- **Enrollment & Student Success (Ryan Padgett):**
 - Ryan Padgett, Assistant Vice President for Enrollment and Student Success, discussed Spring Forward strategies for spring enrollment. While enrollment shows NKU is down just over 250 students, overall we are down 700 undergraduate students, particularly impacting freshmen. A number of town halls have been held to gather student feedback on strategies to help ease of registration, affordability, and wellness.
 - Many students register over a break so the university is anticipating delayed registrations and there are strategies in place to prepare for that. One strategy includes volunteers being available to take calls from families/students to answer their questions on specified dates over the break, before and after Christmas.
 - An email message was sent from the president about the calling campaign, to check on students who are currently not enrolled. Based on the number of volunteers from faculty/staff so far, each caller will probably be making 10-16 phone calls. Matches will be made on December 14 and call lists will be distributed between December 15 and 18. Volunteers will be provided with phone prompts and commonly asked questions.
 - Enrollment and Student Success will continue to look for additional strategies in the spring. Vice President Padgett thanked everyone for their help with their efforts and commitment to student success.

Officer Reports:

- **Senate President** (John Farrar):

- Election results were announced:

Senators

Irene Encarnación, A&S at-Large

Laura Sullivan, Steely at-large

Mike Carrell, COB at-large (uncontested)

Jacqueline Emerine, COI at-large (uncontested)

Complaint Process Advisory Committee

Shannon Alexander, Health and Human Services

COI: vacant

COE: vacant

Peer Review Advisory Committee (all uncontested)

Sandra Spataro

Shannon Alexander

Cathy Pence

Financial Exigency (all uncontested)

Alexis Miller

Richard Boyce

Janel Bloch

Ken Katkin

Susan Brudvig

Edward Kwon

Shawn Faulkner

- Eighteen faculty were recognized in the Staff Congress **Norse Appreciation** initiative. This recognition survey was a way to recognize an individual, department, or even location for hard work and dedication, either faculty or staff. Those recognized are: Chip Heath, Mahdi Yazdanpour, Allison Schmidt, Kristin Hornsby, Suk-hee Kim, Erin Robinson, Ella Bowling, Amber Carter, Andrea Brooks, Steve Weiss, Lynn Crane, Jennifer Kaiser, Adrienne Lane, Sadik Morshed, Megan Downing, Maureen Doyle, John Zappa, and Katherine Colborn.
- Senate President thanked the provost for her leadership and friendship, and congratulated her on her last Faculty Senate meeting :). He looks forward to continuing to work with her in the future, saying that this time is not goodbye, but a pause.

Vice President (Kalyani Ankem):

- There are opportunities to still give to a variety of student needs [here](#), such as FUEL NKU and the COVID-19 Student Emergency Fund.

Faculty Advocate (Phil McCartney):

- An academic conduct issue is ongoing with a student admitting to cheating. John Farrar and Chris Lawrence are discussing what is in the long-term best interest of the student regarding consequences.
- Other matters include meeting with provost search candidates and changes with lockers at the campus recreation center.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - A new program proposal (Master of Science in Health Administration) will likely come to Senate in January.
 - The UCC will consider how to handle temporary change requests such as an admissions change that is only temporary and will not go into the catalog. This was brought on by such a request that is still pending.
- **Budget** (Janel Bloch):
 - The Kentucky General Assembly will convene in January for a 1-year budget again this year.
 - Mike Hales, Chief Financial Officer (CFO), will provide more details on the pension decision at the committee's January meeting.
 - The committee will examine the Financial Exigency Committee's make-up and guidelines next semester.
 - She thanked the provost for her involvement in the Budget committee and hopes the next provost is as responsive as Provost Rowlands has been.
- **Benefits** (Charlisa Daniels):
 - Faculty Development Award letters were sent to the provost.
 - The December committee meeting was cancelled; the committee will reconvene in January.
- **Professional Concerns** (Kathleen Fuegen):
 - There is no report; a voting item from PCC is later on the agenda.
- **TEEC** (Chris Lawrence):
 - The Mental Health Advisory Group plans to prepare a communication (on health and wellness resources) for faculty to share with students on the first day of class.
 - The committee is looking at an app that may help with mental health struggles.
- **General Education Committee** (Kimberly Weir):
 - There is nothing new to report; the committee will continue the work begun this semester.

New Business:

- **VOTING ITEM:** PCC recommendation for proposed revisions to sections 7 and 1.6 of the Faculty Handbook regarding librarians. (1 attachment). The vote today will be to approve both the amendment to section 7.4 as well as the proposed revisions to sections 1.6 and 7.
 - PCC Chair Kathleen Fuegen reviewed proposed changes: Section 7 – 7.1 There are minor wording changes; 7.2 No changes; 7.3 – This was updated and approved by Faculty Senate last April; 7.4 This affects rank; full-time tenure track has been added; 7.5 This section concerns criteria for effective performance and has been rewritten.
 - PCC discussed these proposed changes earlier this semester and provided suggestions. These were discussed and voted on by the library faculty. PCC then gave final approval.
 - A question was raised at last month's Senate meeting about why instructor was included as a category in 7.4. This might be misconstrued to think that a faculty

member could be appointed as an instructor. The proposed revision should correct this concern.

APPROVED.

- In response to an earlier question to the provost about parking, Senator Chris Curran provided more details on spring semester parking. There will be free parking in garages for faculty, staff, and students. Faculty and staff can return parking permit hang tags at any time and contact Decca Buechel, buechel@nku.edu, in HR Benefits to stop payroll deductions. Hang tags will still be required in lots in Spring, but it is not clear what will happen over the holiday break for those working on campus during the upcoming closures.
- Senator Irene Encarnacion reminded all to continue to be informed about DACA changes that could affect NKU students.
- Senate President Farrar adjourned the meeting encouraging senators to take a break over the holiday and focus on self-care.

Adjournment

The meeting was adjourned at 2:15 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary